

THE RELATIONSHIP BETWEEN THE TEAM PRODUCTIVITY AND THE FACTORS AFFECTING THE TEAMWORK

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ABSTRACT

This article studies the required team work in order to increase the efficiency of the team productivity in the education management. In the general literature, the concept of team, teamwork, team productivity and motivation issues were examined and the factors that affect the efficiency of the team was determined.

The universe was composed of 220 people working in the education unit between March and August 2015. The sample of the study was 137 people who agreed to participate in the study. To identify the characteristics of the employees, in accordance with literature data collection, Teamwork Attitude Scale (ecto) was used.

When identifying the characteristics of workers ; 32.8% were at the age range of 26-35, 67.2% were women and 31.4% were over 10 years of professional experienced and 51.8% were working at the organisations for 1-4 years. The structure of the team as the lower size Ecto, all of the employees' identifying characteristics have been identified as important.

Keywords: Team, Teamwork, Team Productivity, Motivation

1. INTRODUCTION

The dizzying development of the training services that is also defined as the world's most complex sector attributes basic condition of being able to provide quality educational services to the availability of specialized training professionals and the team spirit among them.

The teachers that has an important role in the conduct of training services are under intense pressure because of some reasons such as the difference in working conditions, inadequate control over the business, a high business demand, lack of supportive business relationship, anxiety about the quality of education, relations with the teachers and the other educational team members, relocation and work systems , and as a result they stay under stress in the business environment.

2. TEAM and TEAM WORK CONCEPT

Team is defined as for a designated time ,a small group of people who come together with responsibilities to each other within the common interests and values, solve a particular problem, join forces, produce variety of differences, benefit from effective conflict and meet the management techniques, apply scientific decision-making and problem-solving techniques (www.akademikbakis.org 2006).

Individuals try to supply their objectives that they can not perform on their own as a team. They can find the opportunity to achieve their personal goals or the needs and that can be regarded as an important reason for the increase of applications based on the team concept (Huber, 2000: 6).

3. EFFICIENCY OF TEAM

Team productivity or team performance is a factor indicating the effectiveness of the team. Team success is an indication of an efficient team and the team's success is directly proportional to the efficiency of the team. If productivity increases, success increases and if productivity decreases success will also decrease. Because the decline in the efficiency of training teams will lead to loss of time and cost. The quality, team productivity, the amount and efficiency of work, planning and overall performance can be shown as the basic elements of the team efficiency. Improvements made on these elements will ensure the success of the team and also the team's efficiency (Driedonks et al, 2014).

The team leader responsible for the success has several tools to monitor educational planning and scheduling performance. Educational evaluation and review technique, critical path

method are some of them. By using this tool, the team success and with some more details, the efficiency of the team can be controlled. But this only helps the leader to control the cornerstones in the planned educational planning, but not to do the duty itself (McComb et al, 2008).

4. MOTIVATION

Motivation concept pushes the behavior of the human organism, determines the severity and extent of this behavior, gives a specific direction to behavior and ensures the continuity of behavior. Viability of the behavior, wasted energy, and duration of and resistance to smudging and change shows us that such behavior is motivated (<http://kulturdersanesi.com>).

Ensuring the efficient task of the individual is only possible if s/he is motivated (Garih, 2000: 10). But motivating the individuals and ensuring the continuation of the motivation is not that easy (Keenan, 1999: 5)

5. MATERIALS AND METHODS

5.1. Purpose of the Research

This study was performed as a descriptive type to identify the training employees' level of teamwork attitude against the general teamwork.

5.2. Data Collection Method

In this research, as the data collection tools, promoting forms of socio-demographic characteristics of teachers and attitude scale for general teamwork were used.

5.3. Universe and sample

This research was conducted in March and August 2015. 220 people formed the universe. The sample of the study was consisted of a total of 137 teachers selected by random method.

5.4. Data Analysis and Results

The data obtained from the participants were coded by the researchers and analyzed by using SPSS 19.00 for Windows package program. In practice results, "Student t" test is applied, "Kruskal-Wallis Test" and one-way analysis of variance were performed.

6. RESULTS

Table 2. Employees of teamwork attitude scale distribution of average scores obtained from the general and sub-dimension (N = 137)

	Mean± SD	Min- Maksi
General teamwork	122,62±12,53	57 - 140
The structure of the team	26,73±3,57	17 - 30
Leadership	27,53±3,31	6 - 30
Condition monitoring	26,56±3,13	12 - 30
Mutual support	18,90±2,89	13 - 25
Contact	22,26±3,02	5 - 25
The interaction level	35,63±5,89	21 - 42

When the teachers were analyzed according to the Teamwork Attitude Scale; the average overall score of teamwork attitude was 122.62; the structure of the team average point was 26.73; the mean score of leadership was 27.53; the average point of condition monitoring was 26.56; the average point of mutual support was 18.90; average point of contact was 22.26 and the average level of interaction was found to be 35.63 points.

Factors affecting the working team	Agree n (%)	Partially agree (%)	Disagree n (%)
Have different education levels of members of the profession	10 (7.2)	41 (29.9)	86 (62.7)

Occupation members come from different cultures	23(16.7)	44(32.1)	70(51.0)
The uncertainty of the role and duties of members of the profession	8(5.8)	32(23.3)	97(70.8)
The team members' lack of knowledge of each other's role and tasks	11(8.0)	25(18.2)	101(73.7)
Having false expectations of members of the profession	7(5.1)	46(33.5)	84(61.3)
Authority is not required to be shared	7(5.1)	42(30.6)	88(64.2)
The lack of autonomy of members of the profession	9(6.5)	50(36.4)	78(56.9)
Members of the profession don't believe in equality of social position	14(10.2)	41(29.9)	82(59.8)
The members of the profession's different age groups	27(19.7)	45(32.8)	65(47.4)
Conflict of interest	10(7.2)	43(31.3)	84(61.3)
Subject is not focused on people	13(9.4)	39(28.4)	85(62.0)
Communication problems within the team	4(2.9)	28(20.4)	105(76.6)
Inadequate in resolving the consequences of the institution when there are problems between team members	9(6.5)	34(24.8)	94(68.6)
The predominance of certain professional groups in the decision-making team efforts	10(7.2)	40(29.1)	87(63.5)

Table 3. Factors affecting the team work of the employees evaluation (N = 137)

As shown in Table 3 when the teamwork of employees were asked to rank the five most important factors affecting the teamwork; they were determined as being in different age groups was 27 (19.7%), coming from different cultures was 23 (16.7%), not believing in the equality of the social position was 14 (10.2%), focusing on the people not to issue was 13 (9.4%), the team members' lack of knowledge about each other's roles and duties was 11 (8.0%).

SUGGESTIONS

It was clarified that the factors affecting the teamwork are related to the different cultural backgrounds of the team members, uncertainty of the roles and duty, believing in the equality in the social position of employees, being in different age groups and focusing on the person not the subject. First of all, each team member's duty should be determined in order to not to lead a conflict of the task and role and to create a clear and understandable manner of task loyalty. Also, each of the team members should be aware of their tasks, responsibilities and authorities. Teamwork efficiency is directly related to the motivation of the individuals. If they know about their tasks and responsibilities they will be more motivated and that will increase the productivity. As a result, if the employees are motivated and well informed about their tasks, the efficiency and productivity of the team work will be higher.

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